

## **Advantages for Using Staffing Firms**

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In the early stages of the recovery, businesses add temporary staffing as the solution to expand their workforce now to meet demands, yet gain the flexibility of reducing staff, reducing hours, adding staff or extending temporary employees. Below are some key points on the advantages of using a staffing firm.

1. **Quick response to unexpected turnover.** A company faced a difficult situation when their accountant left after giving two weeks notice. Month end close was fast approaching and they didn't have time to conduct a job search. Instead, they hired a temporary person giving them more time to hire the right person permanently for the job. The staffing firm also gave them the option to include the temporary accountant in the interview process, which they did, and selected him.
2. **Making the right hiring decision.** Many small businesses do not have access to human resources internally. A staffing firm can be that resource, listen to their needs, define the requirements, make recommendations, conduct the search, present options, and advise throughout the hiring process. They are hiring experts and a great resource on employment law, hiring practices, and in making the right hiring decision.
3. **Immediate need to expand workforce.** Launching a new product line or landing a new contract is a great reason to use temporary resources. Staffing firms have a ready pool of talent. Whether you need 1 person or 100 they can provide you with quality employees that will save both time and money. Staffing firms recruit and hire 24/7. Some staffing firms specialize in office/administrative, light industrial, production, technical, professional or executive level talent. Most companies use more than one staffing firm.
4. **Drawing the wrong candidates.** It is not uncommon for companies to attempt to conduct their own job search only to be disappointed by the caliber of incoming candidates. A company received 300 resumes, chose a dozen resumes for phone screenings, interviewed 5, and still had no options three weeks later. They partnered with a staffing firm, who presented two solid candidates, interviewed both, and hired one the following day.
5. **We hired the wrong person.** A statement we hear often in our industry is he looked great on paper, we checked his references, but he is not meeting our expectations. Plus we learned he has never put his job search on hold, instead he is still interviewing. Staffing firms offer various hiring options. A temp to perm allows companies to hire the candidate for a specified period of time before extending a permanent offer, usually a probationary period of 3 months. If the temporary employee is not the best long term fit, they can be ended at anytime. A representative from the staffing firm, will contact the employee, explain the outcome and handle the termination. They also stand ready to present other options.

Consider staffing as a viable hiring resource or as an extension to your human resource department. Having a flexible workforce right now is the right solution.

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